

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Veterans Health Administration

| Complaint Activity 29 CFR §1614.704 (a), (b), and (c) | Comparative Data (Sec. 1614.705) | | | | | |
|--|----------------------------------|------|------|------|------|---------------------------|
| | Previous Fiscal Year Data | | | | | |
| | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 Q1 (10/1 - 12/31) |
| Number of Complaints Filed | 2255 | 2488 | 2343 | 2489 | 2381 | 599 |
| Number of Complainants | 2175 | 2392 | 2230 | 2373 | 2274 | 597 |
| Repeat Filers | 72 | 94 | 110 | 112 | 100 | 2 |

| Complaints by Basis 29 CFR §1614.704 (d) | Comparative Data (Sec. 1614.705) | | | | | |
|--|----------------------------------|------|------|------|------|---------------------------|
| | Previous Fiscal Year Data | | | | | |
| | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 Q1 (10/1 - 12/31) |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Race | 871 | 881 | 862 | 880 | 881 | 203 |
| Color | 117 | 131 | 106 | 109 | 99 | 19 |
| Religion | 88 | 96 | 72 | 66 | 62 | 37 |
| Reprisal | 954 | 1068 | 990 | 1085 | 1078 | 261 |
| Sex | 736 | 714 | 620 | 623 | 637 | 182 |
| Pregnancy Discrimination Act | 0 | 0 | 17 | 15 | 17 | 7 |
| National Origin | 196 | 231 | 215 | 200 | 205 | 48 |
| Equal Pay Act | 28 | 17 | 22 | 19 | 24 | 0 |
| Age | 645 | 571 | 550 | 559 | 555 | 120 |
| Disability | 743 | 926 | 822 | 905 | 866 | 229 |
| GINA | 4 | 3 | 4 | 5 | 3 | 2 |
| Non-EEO basis | 0 | 0 | 0 | 0 | 0 | 0 |

Department of Veterans Affairs
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| Complaints by Issue 29 CFR §1614.704 (e) | Comparative Data (Sec. 1614.705) | | | | | |
|--|----------------------------------|------|------|------|------|---------------------------|
| | Previous Fiscal Year Data | | | | | |
| <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i> | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 Q1 (10/1 - 12/31) |
| Appointment/Hire | 60 | 79 | 55 | 65 | 50 | 11 |
| Assignment of Duties | 208 | 214 | 311 | 275 | 245 | 47 |
| Awards | 17 | 6 | 16 | 5 | 17 | 1 |
| Conversion to Full-time | 1 | 1 | 1 | 0 | 2 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 14 | 18 | 23 | 23 | 22 | 3 |
| Reprimand | 64 | 106 | 110 | 112 | 106 | 23 |
| Suspension | 109 | 121 | 99 | 88 | 78 | 16 |
| Removal | 62 | 83 | 111 | 73 | 53 | 16 |
| Warning | 175 | 124 | 175 | 173 | 129 | 36 |
| Duty Hours | 66 | 76 | 97 | 106 | 76 | 22 |
| Performance Evaluation/Appraisal | 196 | 301 | 229 | 290 | 239 | 39 |
| Examination/Test | 1 | 2 | 1 | 2 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 1356 | 1449 | 1344 | 1584 | 1512 | 398 |
| Sexual | 103 | 97 | 81 | 72 | 80 | 21 |
| Medical Examination | 4 | 4 | 12 | 12 | 4 | 5 |
| Pay (Including Overtime) | 152 | 138 | 128 | 161 | 148 | 33 |
| Promotion/Non-Selection | 366 | 347 | 333 | 344 | 317 | 61 |
| Reassignment | | | | | | |
| Denied | 18 | 22 | 12 | 20 | 19 | 4 |
| Directed | 100 | 210 | 89 | 253 | 182 | 46 |
| Reasonable Accommodation Disability | 230 | 328 | 292 | 358 | 306 | 78 |
| Reinstatement | 1 | 0 | 1 | 2 | 0 | 0 |
| Religious Accommodation | 9 | 7 | 4 | 6 | 6 | 12 |
| Retirement | 30 | 41 | 104 | 43 | 34 | 10 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 13 | 21 | 24 | 64 | 85 | 10 |
| Termination | 150 | 226 | 182 | 263 | 258 | 55 |
| Terms/Conditions of Employment | 36 | 54 | 36 | 38 | 34 | 10 |
| Time and Attendance | 264 | 302 | 344 | 408 | 373 | 78 |
| Training | 59 | 61 | 81 | 71 | 55 | 16 |
| Other* | 307 | 138 | 0 | 138 | 128 | 26 |

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| Processing Time 29 CFR §1614.704(f) | Comparative Data (Sec. 1614.705) | | | | | |
|--|----------------------------------|-------|-------|-------|-------|---------------------------|
| | Previous Fiscal Year Data | | | | | |
| The average length of time it has taken an agency to complete, respectively, investigation and final action for: Complaints pending (for any length of time) during fiscal year | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 Q1 (10/1 - 12/31) |
| Average number of days in investigation stage | 129.6 | 148.6 | 133.2 | 122.4 | 124.3 | 119.1 |
| Average number of days in final action stage | 614.3 | 650.3 | 732.2 | 778.5 | 101.8 | 123.6 |
| Complaints pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation stage | 222.8 | 191.6 | 190.8 | 196.2 | 188.6 | 197 |
| Average number of days in final action stage | 5 | 6 | 9 | 13 | 6.5 | 7.2 |
| Complaints pending during fiscal year where hearing was not requested | | | | | | |
| Average number of days in investigation stage | 225 | 212.6 | 207.6 | 202.5 | 198.4 | 184.2 |
| Average number of days in final action stage | 122 | 142 | 227 | 310 | 197.1 | 239.9 |

| Complaints Dismissed by Agency 29 CFR §1614.704 (g) | Comparative Data (Sec. 1614.705) | | | | | |
|--|----------------------------------|-------|------|-------|------|---------------------------|
| | Previous Fiscal Year Data | | | | | |
| | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 Q1 (10/1 - 12/31) |
| Total Complaints Dismissed by Agency | 374 | 421 | 500 | 498 | 543 | 110 |
| Average days pending prior to dismissal | 49.54 | 50.84 | 46 | 41.59 | 45.9 | 45.54 |

| Complaints Withdrawn by Complainants 29 CFR §1614.704 (h) | Comparative Data (Sec. 1614.705) | | | | | |
|--|----------------------------------|------|------|------|------|---------------------------|
| | Previous Fiscal Year Data | | | | | |
| | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 Q1 (10/1 - 12/31) |
| Total Complaints Withdrawn by Complainants | 177 | 187 | 155 | 163 | 175 | 39 |

| Total Final Actions Finding Discrimination 29 CFR §1614.704 (i) | Comparative Data (Sec. 1614.705) | | | | | | | | | | | |
|--|----------------------------------|------|------|------|------|------|------|------|------|------|---------------------------|------|
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | 2017 | | 2018 | | 2019 | | 2020 | | 2021 | | 2022 Q1 (10/1 - 12/31) | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 33 | 100% | 30 | 100% | 48 | 100% | 69 | 100% | 58 | 100% | 14 | 100% |
| Without Hearing | 16 | 48% | 16 | 53% | 25 | 64% | 35 | 51% | 37 | 64% | 5 | 36% |
| With Hearing | 17 | 52% | 14 | 47% | 23 | 59% | 34 | 49% | 21 | 36% | 9 | 64% |

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| Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(1) | Comparative Data (Sec. 1614.705) Previous Fiscal Year Data | | | | | | | | | | | |
|---|---|------|------|------|------|------|------|------|------|------|---------------------------|------|
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i> | 2017 | | 2018 | | 2019 | | 2020 | | 2021 | | 2022 Q1 (10/1 - 12/31) | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 33 | 100% | 30 | 100% | 48 | 100% | 69 | 100% | 58 | 100% | 14 | 100% |
| Race | 5 | 15% | 9 | 30% | 6 | 13% | 15 | 22% | 5 | 9% | 2 | 14% |
| Color | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 2% | 1 | 2% | 2 | 14% |
| Religion | 1 | 3% | 1 | 3% | 3 | 6% | 3 | 4% | 0 | 0% | 0 | 0% |
| Reprisal | 14 | 42% | 4 | 13% | 15 | 31% | 28 | 41% | 24 | 41% | 7 | 50% |
| Sex | 5 | 15% | 10 | 33% | 10 | 21% | 14 | 20% | 16 | 28% | 5 | 36% |
| Pregnancy Discrimination Act | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| National Origin | 0 | 0% | 1 | 3% | 2 | 4% | 3 | 4% | 1 | 2% | 1 | 7% |
| Equal Pay Act | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 1% | 0 | 0% | 0 | 0% |
| Age | 2 | 6% | 1 | 3% | 1 | 2% | 5 | 7% | 3 | 5% | 1 | 7% |
| Disability | 12 | 36% | 16 | 53% | 21 | 44% | 27 | 39% | 19 | 33% | 7 | 50% |
| GINA | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Non-EEO | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |

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| Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(2) | Comparative Data (Sec. 1614.705) Previous Fiscal Year Data | | | | | | | | | | | |
|---|---|------|------|------|------|------|------|------|------|------|---------------------------|------|
| Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings. | 2017 | | 2018 | | 2019 | | 2020 | | 2021 | | 2022 Q1 (10/1 - 12/31) | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Findings Without Hearing | 16 | 100% | 16 | 100% | 25 | 100% | 35 | 100% | 37 | 100% | 5 | 100% |
| Race | 0 | 0% | 1 | 6% | 4 | 16% | 5 | 14% | 1 | 3% | 1 | 20% |
| Color | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 6% | 0 | 0% | 0 | 0% |
| Religion | 0 | 0% | 1 | 6% | 0 | 0% | 2 | 6% | 0 | 0% | 0 | 0% |
| Reprisal | 6 | 38% | 3 | 19% | 7 | 28% | 14 | 40% | 12 | 32% | 3 | 60% |
| Sex | 4 | 25% | 2 | 13% | 4 | 16% | 7 | 20% | 9 | 24% | 1 | 20% |
| Pregnancy Discrimination Act | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| National Origin | 0 | 0% | 0 | 0% | 2 | 8% | 1 | 3% | 1 | 3% | 0 | 0% |
| Equal Pay Act | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Age | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Disability | 7 | 44% | 10 | 63% | 12 | 48% | 15 | 43% | 16 | 43% | 2 | 40% |
| GINA | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Non-EEO | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |

| Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(3) | Comparative Data (Sec. 1614.705) Previous Fiscal Year Data | | | | | | | | | | | |
|---|---|------|------|------|------|------|------|------|------|------|---------------------------|------|
| Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings. | 2017 | | 2018 | | 2019 | | 2020 | | 2021 | | 2022 Q1 (10/1 - 12/31) | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Findings After Hearing | 17 | 100% | 14 | 100% | 23 | 100% | 34 | 100% | 21 | 100% | 9 | 100% |
| Race | 5 | 29% | 8 | 57% | 2 | 9% | 10 | 29% | 4 | 19% | 1 | 11% |
| Color | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 5% | 2 | 22% |
| Religion | 1 | 6% | 0 | 0% | 3 | 13% | 1 | 3% | 0 | 0% | 0 | 0% |
| Reprisal | 7 | 41% | 2 | 14% | 8 | 35% | 14 | 41% | 12 | 57% | 4 | 44% |
| Sex | 1 | 6% | 6 | 43% | 6 | 26% | 7 | 21% | 7 | 33% | 4 | 44% |
| Pregnancy Discrimination Act | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| National Origin | 0 | 0% | 1 | 7% | 0 | 0% | 2 | 6% | 0 | 0% | 1 | 11% |
| Equal Pay Act | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 3% | 0 | 0% | 0 | 0% |
| Age | 2 | 12% | 1 | 7% | 1 | 4% | 5 | 15% | 3 | 14% | 1 | 11% |
| Disability | 4 | 24% | 6 | 43% | 9 | 39% | 12 | 35% | 3 | 14% | 5 | 56% |
| GINA | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Non-EEO | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |

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| Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(1) | Comparative Data (Sec. 1614.705) | | | | | | | | | | | |
|---|----------------------------------|------|------|------|------|------|------|------|------|------|---------------------------|------|
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | 2017 | | 2018 | | 2019 | | 2020 | | 2021 | | 2022 Q1 (10/1 - 12/31) | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 33 | 100% | 30 | 100% | 48 | 100% | 69 | 100% | 58 | 100% | 14 | 100% |
| Appointment/Hire | 1 | 3% | 0 | 0% | 0 | 0% | 1 | 1% | 0 | 0% | 0 | 0% |
| Assignment of Duties | 2 | 6% | 0 | 0% | 1 | 2% | 4 | 6% | 1 | 2% | 0 | 0% |
| Awards | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Conversion to Full-time | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 1% | 0 | 0% | 0 | 0% |
| Disciplinary Action | | | | | | | | | | | | |
| Demotion | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Reprimand | 1 | 3% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 2% | 0 | 0% |
| Suspension | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 4% | 0 | 0% | 0 | 0% |
| Removal | 2 | 6% | 0 | 0% | 1 | 2% | 2 | 3% | 1 | 2% | 2 | 14% |
| Warning | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 7% | 0 | 0% | 0 | 0% |
| Duty Hours | 1 | 3% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Evaluation Appraisal | 1 | 3% | 0 | 0% | 3 | 6% | 5 | 7% | 2 | 3% | 0 | 0% |
| Examination/Test | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Harassment | | | | | | | | | | | | |
| Non-Sexual | 4 | 12% | 11 | 37% | 12 | 25% | 19 | 28% | 14 | 24% | 6 | 43% |
| Sexual | 3 | 9% | 1 | 3% | 4 | 8% | 6 | 9% | 8 | 14% | 2 | 14% |
| Medical Examination | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 1% | 0 | 0% | 0 | 0% |
| Pay (Including Overtime) | 0 | 0% | 1 | 3% | 2 | 4% | 1 | 1% | 4 | 7% | 0 | 0% |
| Promotion/Non-Selection | 5 | 38% | 5 | 17% | 4 | 8% | 14 | 20% | 11 | 19% | 1 | 7% |
| Reassignment | | | | | | | | | | | | |
| Denied | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 1% | 0 | 0% | 0 | 0% |
| Directed | 3 | 9% | 1 | 3% | 4 | 8% | 1 | 1% | 1 | 2% | 1 | 7% |
| Reasonable Accommodation | 8 | 24% | 9 | 30% | 10 | 21% | 10 | 14% | 11 | 19% | 4 | 29% |
| Reinstatement | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Religious Accommodation | 0 | 0% | 1 | 3% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Retirement | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Sex-Stereotyping | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Telework | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Termination | 5 | 15% | 1 | 3% | 1 | 2% | 2 | 3% | 4 | 7% | 2 | 14% |
| Terms/Conditions of Employment | 2 | 6% | 0 | 0% | 1 | 2% | 0 | 0% | 0 | 0% | 0 | 0% |
| Time and Attendance | 0 | 0% | 1 | 3% | 2 | 4% | 1 | 1% | 4 | 7% | 2 | 14% |
| Training | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Other | 3 | 9% | 7 | 23% | 13 | 27% | 20 | 29% | 10 | 17% | 3 | 21% |

Department of Veterans Affairs
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Veterans Health Administration

| Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(2) | Comparative Data (Sec. 1614.705) | | | | | | | | | | | |
|---|----------------------------------|------|------|------|------|------|------|------|------|------|---------------------------|------|
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | 2017 | | 2018 | | 2019 | | 2020 | | 2021 | | 2022 Q1 (10/1 - 12/31) | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Findings Without Hearing | 16 | 100% | 16 | 100% | 25 | 100% | 35 | 100% | 37 | 100% | 5 | 100% |
| Appointment/Hire | 1 | 6% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Assignment of Duties | 2 | 13% | 0 | 0% | 1 | 4% | 1 | 3% | 0 | 0% | 0 | 0% |
| Awards | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Conversion to Full-time | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Disciplinary Action | | | | | | | | | | | | |
| Demotion | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Reprimand | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 3% | 0 | 0% |
| Suspension | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 3% | 0 | 0% | 0 | 0% |
| Removal | 1 | 6% | 0 | 0% | 1 | 4% | 2 | 6% | 0 | 0% | 0 | 0% |
| Warning | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 6% | 0 | 0% | 0 | 0% |
| Duty Hours | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 6% | 0 | 0% | 0 | 0% |
| Evaluation Appraisal | 1 | 6% | 0 | 0% | 3 | 12% | 2 | 6% | 0 | 0% | 0 | 0% |
| Examination/Test | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Harassment | | | | | | | | | | | | |
| Non-Sexual | 1 | 6% | 3 | 19% | 5 | 20% | 6 | 17% | 3 | 8% | 2 | 40% |
| Sexual | 2 | 13% | 1 | 6% | 3 | 12% | 6 | 17% | 6 | 16% | 1 | 20% |
| Medical Examination | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 3% | 0 | 0% | 0 | 0% |
| Pay (Including Overtime) | 0 | 0% | 1 | 6% | 0 | 0% | 0 | 0% | 1 | 3% | 0 | 0% |
| Promotion/Non-Selection | 1 | 6% | 1 | 6% | 1 | 4% | 6 | 17% | 7 | 19% | 0 | 0% |
| Reassignment | | | | | | | | | | | | |
| Denied | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Directed | 1 | 6% | 0 | 0% | 3 | 12% | 0 | 0% | 0 | 0% | 0 | 0% |
| Reasonable Accommodation | 6 | 38% | 7 | 44% | 8 | 32% | 6 | 17% | 9 | 24% | 1 | 20% |
| Reinstatement | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Religious Accommodation | 0 | 0% | 1 | 6% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Retirement | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Sex-Stereotyping | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Telework | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Termination | 2 | 13% | 0 | 0% | 0 | 0% | 2 | 6% | 0 | 0% | 0 | 0% |
| Terms/Conditions of Employment | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Time and Attendance | 0 | 0% | 1 | 6% | 1 | 4% | 0 | 0% | 2 | 5% | 1 | 20% |
| Training | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Other | 3 | 19% | 5 | 31% | 7 | 28% | 10 | 29% | 9 | 24% | 2 | 40% |

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| Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(3) | Comparative Data (Sec. 1614.705) | | | | | | | | | | | |
|---|----------------------------------|------|------|------|------|------|------|------|------|------|---------------------------|------|
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | 2017 | | 2018 | | 2019 | | 2020 | | 2021 | | 2022 Q1 (10/1 - 12/31) | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Findings After Hearing | 17 | 100% | 14 | 100% | 23 | 100% | 34 | 100% | 21 | 100% | 9 | 100% |
| Appointment/Hire | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 3% | 0 | 0% | 0 | 0% |
| Assignment of Duties | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 9% | 1 | 5% | 0 | 0% |
| Awards | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Conversion to Full-time | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 3% | 0 | 0% | 0 | 0% |
| Disciplinary Action | | | | | | | | | | | | |
| Demotion | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Reprimand | 1 | 6% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Suspension | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 6% | 0 | 0% | 0 | 0% |
| Removal | 1 | 6% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 5% | 2 | 22% |
| Warning | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 9% | 0 | 0% | 0 | 0% |
| Duty Hours | 1 | 6% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Evaluation Appraisal | 1 | 6% | 0 | 0% | 0 | 0% | 3 | 9% | 2 | 10% | 0 | 0% |
| Examination/Test | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Harassment | | | | | | | | | | | | |
| Non-Sexual | 3 | 18% | 8 | 57% | 7 | 30% | 13 | 38% | 11 | 52% | 4 | 44% |
| Sexual | 1 | 6% | 0 | 0% | 1 | 4% | 0 | 0% | 2 | 10% | 1 | 11% |
| Medical Examination | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pay (Including Overtime) | 0 | 0% | 0 | 0% | 2 | 9% | 1 | 3% | 3 | 14% | 0 | 0% |
| Promotion/Non-Selection | 3 | 18% | 4 | 29% | 3 | 13% | 8 | 24% | 4 | 19% | 1 | 11% |
| Reassignment | | | | | | | | | | | | |
| Denied | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 3% | 0 | 0% | 0 | 0% |
| Directed | 2 | 12% | 1 | 7% | 1 | 4% | 1 | 3% | 1 | 5% | 1 | 11% |
| Reasonable Accommodation | 2 | 12% | 2 | 14% | 2 | 9% | 4 | 12% | 2 | 10% | 3 | 33% |
| Reinstatement | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Religious Accommodation | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Retirement | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Sex-Stereotyping | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Telework | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Termination | 2 | 12% | 1 | 7% | 1 | 4% | 0 | 0% | 4 | 19% | 2 | 22% |
| Terms/Conditions of Employment | 2 | 12% | 0 | 0% | 1 | 4% | 0 | 0% | 0 | 0% | 0 | 0% |
| Time and Attendance | 0 | 0% | 0 | 0% | 1 | 4% | 1 | 3% | 2 | 10% | 1 | 11% |
| Training | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Other | 0 | 0% | 2 | 14% | 6 | 26% | 10 | 29% | 1 | 5% | 1 | 11% |

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Veterans Health Administration

| Pending Complaints Filed in Previous Fiscal Years by Status 29 CFR §1614.704 (l) | Comparative Data (Sec. 1614.705) | | | | | |
|---|----------------------------------|------|------|------|------|---------------------------|
| | Previous Fiscal Year Data | | | | | |
| | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 Q1 (10/1 - 12/31) |
| Total complaints from previous Fiscal Years | 3232 | 3804 | 3989 | 3907 | 3247 | 4603 |
| Total Complainants | 2782 | 3273 | 3457 | 3395 | 2864 | 4015 |
| Number complaints pending | | | | | | |
| Investigation | 3 | 6 | 19 | 11 | 2 | 328 |
| ROI issued, pending Complainant's action | 15 | 14 | 8 | 15 | 7 | 177 |
| Hearing | 2672 | 2909 | 2844 | 2587 | 2237 | 2779 |
| Final Action | 129 | 382 | 627 | 650 | 414 | 634 |
| Appeal with EEOC Office of Federal Operations | 410 | 492 | 491 | 644 | 587 | 685 |

| Complaint Investigations 29 CFR §1614.704 (m) | Comparative Data (Sec. 1614.705) | | | | | |
|--|----------------------------------|------|------|------|------|---------------------------|
| | Previous Fiscal Year Data | | | | | |
| | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 Q1 (10/1 - 12/31) |
| Pending Complaints Where Investigations Exceeds Required Time Frames | 60 | 129 | 83 | 40 | 40 | 31 |